Colchester Public Schools

4111.1P
~4211.1P

BOE 1st Reading 2/8/22 - CABE Recommended Language

Personnel – Certified/Non-Certified

~~**Affirmative Action: Recruitment and Selection**~~

Equal Employment Opportunity

The Board of Education will provide equal employment opportunities for all persons without regard to race, color, religious creed, age, marital status, national origin, sex, sexual orientation or physical disability. The Board of Education directs the administration to set as a goal the recruitment, selection and employment of qualified people among racial and ethnic minority groups to the end that the school district's employees will proportionately mirror the racial and ethnic composition of this community.

~~The Board of Education requests an annual report from the Superintendent of Schools concerning the extent to which the above-mentioned affirmative action program goals are being achieved.~~

No advertisement of employment opportunities may by intent or design restrict employment based upon discrimination as defined by law.

Legal Reference: Connecticut General Statutes

10-153 Discrimination on account of marital status.

~~46a-60 Discrimination employment practices prohibited.~~

4a-60 Nondiscrimination and affirmative action provisions in contracts of the state and political subdivisions rather than municipalities

4a-60a Contracts of the state and political subdivisions, other than municipalities, to contain provisions re nondiscrimination on the basis of sexual orientation

46a60 Discriminatory employment practices prohibited. 46a-81a Discrimination on the basis of sexual orientation

Title VII, Civil Rights Act 42 U.S.C. 2000e, et seq.

PA 91-58 An Act Concerning Discrimination on the Basis of Sexual Orientation.

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Equal Pay Act of 1963, 29 U.S.C. 206(d).

The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. §4212

Title II of the Genetic Information Nondiscrimination Act of 2008

ADOPTED: November 22, 1999
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REVISED: March 8, 2022

COLCHESTER PUBLIC SCHOOLS
Colchester, Connecticut